



DEPARTMENT OF THE NAVY
CARRIER AIRBORNE EARLY WARNING SQUADRON 120
1027 BELLINGER BLVD.
NAVAL STATION NORFOLK, VIRGINIA 23511-2216

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20 Feb 20

MEMORANDUM

From: Commanding Officer, Airborne Command & Control Squadron ONE TWO ZERO
To: All Hands

Subj: COMMANDING OFFICER'S SEXUAL ASSAULT/HARASSMENT POLICY

1. I have **ZERO** tolerance for any form of sexual assault or harassment.
2. As stated in SECNAVINST 1752.4B, "Sexual Assault" is defined as the use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. SECNAVINST 5300.26D defines "Sexual Harassment" as a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Supervisors are expected to foster a positive working environment free of sexual harassment and to promptly address any complaint of sexual harassment or assault. Members are directed to make only legitimate complaints. False allegations will not be tolerated, nor will reprisals against those who do make legitimate complaints. Everyone is expected to conduct themselves by the proper standards of conduct. All Greyhawks will familiarize themselves with the SECNAVINST 1752.4B and SECNAVINST 5300.26D.
3. The workplace environment shall be free of sexually suggestive material or jokes. We will foster a professional workplace environment, not one that condones a sexually permissive environment.
4. All assigned personnel shall attend sexual harassment prevention training upon reporting and annually thereafter. This will ensure we achieve and maintain a heightened awareness of inappropriate behavior and know how to report such actions if they occur. I expect your full support in ensuring a command climate where sexual harassment is not tolerated.

A handwritten signature in black ink, appearing to read "A. P. Rybar", is positioned above the printed name.

A. P. RYBAR